

The **BOTTOM** Line:

Supported Employment begins with your decision to participate. This program does not force you to go to work. If you are interested in pursuing employment, you may receive services and supports through this program to help make your employment goals possible.

Supported Employment is an **Evidence-Based Practice**, which is supported by the NC Division of Mental Health, Developmental Disabilities, and Substance Abuse Services and the Division of Vocational Rehabilitation.

Additional Resources:

The NC Division of Vocational Rehabilitation (VR) provides counseling, training, education, medical, transportation, and other support services to people with physical, psychiatric, or intellectual disabilities in order to help them become independent or job-ready or both.

<http://dvr.dhhs.state.nc.us/> or Toll Free #: 1-800-689-9090

For More Information:

Your Local Management Entity (LME) has professionals within its Consumer and Provider Relations Departments who can provide you with additional information on Supported Employment.

LME - Insert contact information here

SUPPORTED EMPLOYMENT



What is it?

How does it work for you?



N. C. DHHS - Division of Mental Health
Developmental Disabilities and
Substance Abuse Services
<http://www.ncdhhs.gov/mhddsas>

What is Supported Employment?

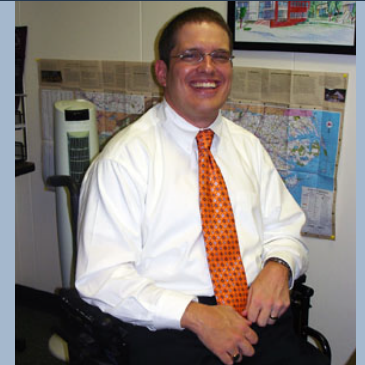
Supported employment is a service that assists an individual to get, learn and keep a paid job/career in an integrated work setting where most of your co-workers are persons without disabilities. Paid work may be full time or part time. Each worker with a disability may have his or her own individual job or work within a small group called a crew.

Specialized employment staff or typical non disabled co-workers at a business site may be paid or just naturally assist an individual with:

- **Job exploration** - discovering their work interests and abilities;
- **Job development** - finding a job matching those interests;
- **Job coaching** - helping learn the skills of a particular job; and
- **Job support** - helping the worker and employer with issues of job performance to assure on-going job success.

How Supported Employment Works

- Occurs in an integrated, natural work setting where people without disabilities are also employed.
- Only qualified individuals are referred, saving recruitment and training costs.
- Entails on-the-job training that is often provided by an employment specialist.
- Work for pay at the same rate as those paid to persons with no disabilities.
- Maintains support services to the worker.
- Promotes social integration, productivity, and maximum use of a person's skills and abilities.



Values of Supported Employment

Benefits to the **EMPLOYEE**:

- access to varied employment and career opportunities;
- increased work skills, wages and benefits;
- development of career goals through training and support;
- means for developing new friendships and expanding social or recreational activities; and
- provides structure and enables people to have more choices about what they want to buy and where they choose to live.

Benefits to the **EMPLOYER**:

- the right person is found for the job;
- employee training, supervision and ongoing support as required, at no cost to the employer;
- duties will be done in accordance with worksite standards;
- Work Opportunity Tax Credit may be available;
- reduced turnover and absenteeism.